

1 WAKANAKISING ODAWAK STATUTE
2 AMENDMENT TO WAGANAKISING ODAWAK STATUTE # 2013-010
3 FAIR EMPLOYMENT
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6 SECTION I. REPEAL of WOS 2019-012 Amendment to Fair Employment
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8 SECTION XI. EMPLOYEE LIVING WAGES
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10 A. In order to maintain a minimum standard of living necessary for health, efficiency and
11 general well-being of all employees within its jurisdiction, the Little Traverse Bay Bands of
12 Odawa Indians has set forth the following to establish a LTBB Living Wage:
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14 1. The LTBB Living Wage shall be based on based on the formula from the
15 United States Department of Agriculture (USDA) and Native American Housing
16 Assistance and Self-Determination Act of 1996 (NAHASDA) and Fair Market
17 Rent price as found at Rentdata.org, an independent organization; and the basis of
18 the formula is as follows: the rent for an average 2 to 3-bedroom rental housing
19 cost, multiplied by twelve (12) months, divided by percentage rate of rent required
20 by NAHASDA (30%) divided by the yearly standard hours of 2080, sets the living
21 hourly wage.
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23 2. The LTBB Living Wage adjustment shall be automatic and shall continue to
24 increase by three (3) percent at the beginning of each fiscal year unless it is either
25 repealed or replaced by Tribal Resolution, or Statute.
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28 SECTION II. REPLACE
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30 SECTION XI. EMPLOYEE LIVING WAGES
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32 A. In order for all employees within the Tribe’s jurisdiction to have a decent standard of
33 living, as set forth in the Tribe’s Constitution, Tribal Council establishes a *Tribal*
34 *Decent Standard of Living Wage* as 1.5 times the *Living Wage* ($Living Wage \times 1.5$
35 $= Decent Standard of Living$).
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